Northwest Territories Bureau of Statistics

2006 Employee Satisfaction & Engagement Survey

NWT Bureau of Statistics
Government of the Northwest Territories
March 2006

2006 Employee Satisfaction & Engagement Survey
- Overview of Results and Methodology -

At the 2004 Annual Public Service Commissioner's conference, measuring employee satisfaction and engagement was raised as a challenge for public sector organizations. While many governments conduct their own surveys, there has never been a tool to compare employee satisfaction and engagement across all jurisdictions.

To address this data gap, jurisdictions each agreed to conduct an employee satisfaction and engagement survey using a common set of questions. The survey questions and their order were designed by a project team including public service representatives from Alberta, British Columbia, Saskatchewan, Ontario, Nova Scotia and the federal government. The statistical results will be compared with all other jurisdictions and published in the next Annual Public Service Report.

The NWT Bureau of Statistics conducted the 2006 Employee Satisfaction & Engagement Survey on behalf of Corporate Human Resource Services. The survey ran between mid-January and mid-February 2006.

E-mail messages with a link to the on-line survey were sent out to all employees of the Government of the Northwest Territories and its boards and agencies with the exception of the Workers Compensation Board, the Northwest Territories Power Corporation and the Hay River Health & Social Services Authority. Paper copies of the questionnaire were sent by regular mail to those employees without e-mail addresses.

Table A gives a brief overview of the survey results; for each question in the survey, the table shows the percentage of employees who strongly disagreed or disagreed, those who were undecided and those who agreed or strongly agreed. GNWT employees show a high degree of job satisfaction and engagement as more than half agreed or strongly agreed with nearly all of the statements. Over 80% of employees knew how their work contributed to the achievement of goals, had positive working relationships with their co-workers and felt that their job was a good fit with their skills and interests.

Conversely, less than 50% of employees would definitely stay with the GNWT if offered a similar job elsewhere, and even fewer felt that employees in the GNWT are inspired to give their very best.

The full results from the survey are attached in the statistical tables. Each table represents a question from the survey and presents the overall results as well as crosstabulations with various demographic variables. A paper copy of the questionnaire is provided in Appendix A.

Table A: Overview of Results

	Strongly Disagree or Disagree	Undecided	Agree or Strongly Agree
	(%)	(%)	(%)
I know how my work contributes to the achievement of my department's goals.	5.4	5.4	87.5
I have opportunities to provide meaningful input into decisions that affect my work.	19.7	10.6	68.2
I have positive working relationships with my co-workers.	4.7	6.7	86.9
I have confidence in our senior leadership	22.5	21.3	54.5
The person I report to is an effective leader.	18.8	15.5	64.0
I have a positive working relationship with the person I report to.	7.8	11.3	79.2
My job is a good fit with my skills and interests.	5.5	7.8	85.1
My organization supports my work related learning and development.	15.2	15.2	68.2
I have opportunities for career growth within this organization.	25.2	21.7	52.1
I receive meaningful recognition for work well done.	27.2	19.0	52.8
I have support at work to provide a high level of service.	18.7	18.9	61.2
I have support at work to balance my work and personal life.	17.3	16.8	64.8
I am satisfied with my job.	11.7	15.9	70.9
I am satisfied with this organization.	20.1	23.4	54.9
Overall, I am satisfied with my employment.	9.7	16.3	72.6
I am proud to tell people I work for this organization.	11.1	20.1	67.6
I would prefer to stay with this organization even if offered a similar job elsewhere.	19.3	32.0	48.4
Overall, people in this organization are inspired to give their very best.	26.7	25.4	47.8
I would recommend this organization as a great place to work.	18.4	26.6	54.6

Table A Continued...

	Strongly Disagree or Disagree	Undecided	Agree or Strongly Agree
	(%)	(%)	(%)
Overall, people in this organization strive to improve its results.	16.0	22.1	61.5
My job gives me the chance to do challenging and interesting work.	10.2	10.1	79.4
I am satisfied with my workload.	24.9	15.8	58.7
I am satisfied with my physical workplace conditions.	21.3	11.6	66.5
Commitment to quality is a high priority in this organization.	19.7	19.2	60.6
I feel this organization promotes an inclusive public service where staff are treated equitably.	27.3	19.5	52.5

Statistical Tables

Table 1
Employees by Knowledge of Work Contributions to Departmental Goals
Government of the Northwest Territories, February 2006

			"I know how my work contributes to the achievement of my department's goals."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	25	1.6	60	3.8	84	5.4	866	55.5	500	32.0	26	1.7
Gender														
Male	573	100.0	9	1.6	22	3.8	31	5.4	305	53.2	197	34.4	9	1.6
Female	974	100.0	16	1.6	37	3.8	52	5.3	555	57.0	299	30.7	15	1.5
Not Stated	14	100.0	-	-	1	7.1	1	7.1	6	42.9	4	28.6	2	14.3
Age Groups														
Less Than 30	161	100.0	-	-	3	1.9	10	6.2	97	60.2	48	29.8	3	1.9
30 - 39 Years	381	100.0	7	1.8	21	5.5	22	5.8	213	55.9	113	29.7	5	1.3
40 - 49 Years	527	100.0	8	1.5	17	3.2	25	4.7	303	57.5	169	32.1	5	0.9
50 - 59 Years	420	100.0	9	2.1	15	3.6	24	5.7	215	51.2	148	35.2	9	2.1
60+	62	100.0	1	1.6	3	4.8	2	3.2	33	53.2	20	32.3	3	4.8
Not Stated	10	100.0	-	-	1	10.0	1	10.0	5	50.0	2	20.0	1	10.0
Occupation Groups														
Management	270	100.0	3	1.1	7	2.6	9	3.3	134	49.6	112	41.5	5	1.9
Administration	334	100.0	2	0.6	13	3.9	16	4.8	197	59.0	101	30.2	5	1.5
Technical or Professional	721	100.0	12	1.7	32	4.4	43	6.0	394	54.6	232	32.2	8	1.1
Other	224	100.0	7	3.1	7	3.1	15	6.7	133	59.4	55	24.6	7	3.1
Not Stated	12	100.0	1	8.3	1	8.3	1	8.3	8	66.7	-	-	1	8.3
Length of Service														
Less than 1 Year	100	100.0	2	2.0	2	2.0	4	4.0	56	56.0	34	34.0	2	2.0
1 - 4 Years	383	100.0	5	1.3	13	3.4	19	5.0	210	54.8	132	34.5	4	1.0
5 - 10 Years	393	100.0	8	2.0	18	4.6	19	4.8	224	57.0	115	29.3	9	2.3
Over 10 Years	677	100.0	10	1.5	27	4.0	42	6.2	369	54.5	219	32.3	10	1.5
Not Stated	8	100.0	-	-	-	-	-	-	7	87.5	-	-	1	12.5
Location of Position														
Headquarters	751	100.0	12	1.6	33	4.4	36	4.8	413	55.0	246	32.8	11	1.5
Regional Offices	654	100.0	8	1.2	22	3.4	38	5.8	364	55.7	214	32.7	8	1.2
Not Stated	156	100.0	5	3.2	5	3.2	10	6.4	89	57.1	40	25.6	7	4.5

Table 2
Employees by Opportunities to Provide Meaningful Input
Government of the Northwest Territories, February 2006

			"I have opportunities to provide meaningful input into decisions that affect my work."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	79	5.1	228	14.6	166	10.6	795	50.9	269	17.2	24	1.5
Gender														
Male	573	100.0	26	4.5	77	13.4	57	9.9	270	47.1	133	23.2	10	1.7
Female	974	100.0	52	5.3	149	15.3	107	11.0	517	53.1	136	14.0	13	1.3
Not Stated	14	100.0	1	7.1	2	14.3	2	14.3	8	57.1	-	-	1	7.1
Age Groups														
Less Than 30	161	100.0	6	3.7	23	14.3	25	15.5	81	50.3	23	14.3	3	1.9
30 - 39 Years	381	100.0	21	5.5	50	13.1	39	10.2	204	53.5	63	16.5	4	1.0
40 - 49 Years	527	100.0	19	3.6	88	16.7	53	10.1	273	51.8	89	16.9	5	0.9
50 - 59 Years	420	100.0	29	6.9	55	13.1	41	9.8	200	47.6	87	20.7	8	1.9
60+	62	100.0	3	4.8	10	16.1	6	9.7	33	53.2	7	11.3	3	4.8
Not Stated	10	100.0	1	10.0	2	20.0	2	20.0	4	40.0	-	-	1	10.0
Occupation Groups														
Management	270	100.0	6	2.2	21	7.8	13	4.8	142	52.6	83	30.7	5	1.9
Administration	334	100.0	16	4.8	55	16.5	37	11.1	184	55.1	37	11.1	5	1.5
Technical or Professional	721	100.0	41	5.7	113	15.7	86	11.9	353	49.0	123	17.1	5	0.7
Other	224	100.0	15	6.7	37	16.5	29	12.9	110	49.1	25	11.2	8	3.6
Not Stated	12	100.0	1	8.3	2	16.7	1	8.3	6	50.0	1	8.3	1	8.3
Length of Service														
Less than 1 Year	100	100.0	5	5.0	11	11.0	11	11.0	55	55.0	16	16.0	2	2.0
1 - 4 Years	383	100.0	22	5.7	47	12.3	47	12.3	199	52.0	65	17.0	3	0.8
5 - 10 Years	393	100.0	18	4.6	66	16.8	39	9.9	200	50.9	62	15.8	8	2.0
Over 10 Years	677	100.0	33	4.9	103	15.2	68	10.0	337	49.8	126	18.6	10	1.5
Not Stated	8	100.0	1	12.5	1	12.5	1	12.5	4	50.0	-	-	1	12.5
Location of Position														
Headquarters	751	100.0	33	4.4	92	12.3	80	10.7	390	51.9	146	19.4	10	1.3
Regional Offices	654	100.0	37	5.7	107	16.4	71	10.9	326	49.8	105	16.1	8	1.2
Not Stated	156	100.0	9	5.8	29	18.6	15	9.6	79	50.6	18	11.5	6	3.8

Table 3
Employees by Nature of Working Relationship with Co-Workers
Government of the Northwest Territories, February 2006

			"I have positive working relationships with my co-workers."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	16	1.0	58	3.7	105	6.7	831	53.2	526	33.7	25	1.6
Gender														
Male	573	100.0	5	0.9	15	2.6	36	6.3	320	55.8	188	32.8	9	1.6
Female	974	100.0	11	1.1	42	4.3	68	7.0	505	51.8	333	34.2	15	1.5
Not Stated	14	100.0	-	-	1	7.1	1	7.1	6	42.9	5	35.7	1	7.1
Age Groups														
Less Than 30	161	100.0	3	1.9	7	4.3	11	6.8	83	51.6	54	33.5	3	1.9
30 - 39 Years	381	100.0	5	1.3	18	4.7	33	8.7	198	52.0	124	32.5	3	0.8
40 - 49 Years	527	100.0	5	0.9	15	2.8	30	5.7	299	56.7	171	32.4	7	1.3
50 - 59 Years	420	100.0	3	0.7	15	3.6	27	6.4	219	52.1	147	35.0	9	2.1
60+	62	100.0	-	-	2	3.2	4	6.5	28	45.2	26	41.9	2	3.2
Not Stated	10	100.0	-	-	1	10.0	-	-	4	40.0	4	40.0	1	10.0
Occupation Groups														
Management	270	100.0	1	0.4	5	1.9	6	2.2	157	58.1	97	35.9	4	1.5
Administration	334	100.0	2	0.6	14	4.2	25	7.5	177	53.0	111	33.2	5	1.5
Technical or Professional	721	100.0	11	1.5	26	3.6	53	7.4	374	51.9	248	34.4	9	1.2
Other	224	100.0	2	0.9	11	4.9	21	9.4	117	52.2	67	29.9	6	2.7
Not Stated	12	100.0	-	-	2	16.7	-	-	6	50.0	3	25.0	1	8.3
Length of Service														
Less than 1 Year	100	100.0	-	-	6	6.0	6	6.0	49	49.0	37	37.0	2	2.0
1 - 4 Years	383	100.0	8	2.1	17	4.4	27	7.0	186	48.6	141	36.8	4	1.0
5 - 10 Years	393	100.0	3	0.8	18	4.6	28	7.1	206	52.4	131	33.3	7	1.8
Over 10 Years	677	100.0	4	0.6	17	2.5	44	6.5	385	56.9	216	31.9	11	1.6
Not Stated	8	100.0	1	12.5	-	-	-	-	5	62.5	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	11	1.5	23	3.1	47	6.3	385	51.3	274	36.5	11	1.5
Regional Offices	654	100.0	5	0.8	27	4.1	45	6.9	362	55.4	207	31.7	8	1.2
Not Stated	156	100.0	-	-	8	5.1	13	8.3	84	53.8	45	28.8	6	3.8

Table 4
Employees by Confidence in Senior Leadership
Government of the Northwest Territories, February 2006

			"I have confidence in our senior leadership."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	130	8.3	221	14.2	332	21.3	597	38.2	253	16.2	28	1.8
Gender														
Male	573	100.0	40	7.0	90	15.7	126	22.0	210	36.6	99	17.3	8	1.4
Female	974	100.0	88	9.0	130	13.3	205	21.0	380	39.0	152	15.6	19	2.0
Not Stated	14	100.0	2	14.3	1	7.1	1	7.1	7	50.0	2	14.3	1	7.1
Age Groups														
Less Than 30	161	100.0	15	9.3	16	9.9	34	21.1	61	37.9	32	19.9	3	1.9
30 - 39 Years	381	100.0	35	9.2	52	13.6	79	20.7	153	40.2	58	15.2	4	1.0
40 - 49 Years	527	100.0	36	6.8	79	15.0	122	23.1	211	40.0	72	13.7	7	1.3
50 - 59 Years	420	100.0	38	9.0	66	15.7	86	20.5	149	35.5	70	16.7	11	2.6
60+	62	100.0	4	6.5	8	12.9	11	17.7	18	29.0	19	30.6	2	3.2
Not Stated	10	100.0	2	20.0	-	-	-	-	5	50.0	2	20.0	1	10.0
Occupation Groups														
Management	270	100.0	14	5.2	30	11.1	43	15.9	132	48.9	47	17.4	4	1.5
Administration	334	100.0	19	5.7	43	12.9	62	18.6	142	42.5	62	18.6	6	1.8
Technical or Professional	721	100.0	75	10.4	119	16.5	175	24.3	241	33.4	101	14.0	10	1.4
Other	224	100.0	19	8.5	28	12.5	51	22.8	80	35.7	40	17.9	6	2.7
Not Stated	12	100.0	3	25.0	1	8.3	1	8.3	2	16.7	3	25.0	2	16.7
Length of Service														
Less than 1 Year	100	100.0	9	9.0	8	8.0	21	21.0	37	37.0	23	23.0	2	2.0
1 - 4 Years	383	100.0	35	9.1	51	13.3	74	19.3	145	37.9	74	19.3	4	1.0
5 - 10 Years	393	100.0	38	9.7	62	15.8	90	22.9	140	35.6	56	14.2	7	1.8
Over 10 Years	677	100.0	47	6.9	98	14.5	146	21.6	273	40.3	99	14.6	14	2.1
Not Stated	8	100.0	1	12.5	2	25.0	1	12.5	2	25.0	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	54	7.2	93	12.4	169	22.5	309	41.1	115	15.3	11	1.5
Regional Offices	654	100.0	58	8.9	98	15.0	135	20.6	235	35.9	117	17.9	11	1.7
Not Stated	156	100.0	18	11.5	30	19.2	28	17.9	53	34.0	21	13.5	6	3.8

Table 5
Employees by Perception of Supervisor as a Leader
Government of the Northwest Territories, February 2006

	"The person I report to is an effective leader."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	109	7.0	185	11.9	242	15.5	605	38.8	394	25.2	26	1.7
Gender														
Male	573	100.0	41	7.2	55	9.6	90	15.7	238	41.5	140	24.4	9	1.6
Female	974	100.0	66	6.8	130	13.3	149	15.3	361	37.1	252	25.9	16	1.6
Not Stated	14	100.0	2	14.3	-	-	3	21.4	6	42.9	2	14.3	1	7.1
Age Groups														
Less Than 30	161	100.0	14	8.7	16	9.9	28	17.4	63	39.1	37	23.0	3	1.9
30 - 39 Years	381	100.0	34	8.9	43	11.3	58	15.2	135	35.4	109	28.6	2	0.5
40 - 49 Years	527	100.0	31	5.9	67	12.7	84	15.9	213	40.4	127	24.1	5	0.9
50 - 59 Years	420	100.0	23	5.5	55	13.1	63	15.0	164	39.0	104	24.8	11	2.6
60+	62	100.0	5	8.1	4	6.5	7	11.3	27	43.5	15	24.2	4	6.5
Not Stated	10	100.0	2	20.0	-	-	2	20.0	3	30.0	2	20.0	1	10.0
Occupation Groups														
Management	270	100.0	10	3.7	26	9.6	37	13.7	112	41.5	79	29.3	6	2.2
Administration	334	100.0	12	3.6	37	11.1	50	15.0	129	38.6	101	30.2	5	1.5
Technical or Professional	721	100.0	70	9.7	99	13.7	114	15.8	270	37.4	162	22.5	6	0.8
Other	224	100.0	15	6.7	23	10.3	40	17.9	90	40.2	49	21.9	7	3.1
Not Stated	12	100.0	2	16.7	-	-	1	8.3	4	33.3	3	25.0	2	16.7
Length of Service														
Less than 1 Year	100	100.0	7	7.0	7	7.0	17	17.0	37	37.0	30	30.0	2	2.0
1 - 4 Years	383	100.0	34	8.9	40	10.4	53	13.8	147	38.4	106	27.7	3	0.8
5 - 10 Years	393	100.0	31	7.9	53	13.5	58	14.8	142	36.1	103	26.2	6	1.5
Over 10 Years	677	100.0	36	5.3	83	12.3	113	16.7	276	40.8	155	22.9	14	2.1
Not Stated	8	100.0	1	12.5	2	25.0	1	12.5	3	37.5	-	-	1	12.5
Location of Position														
Headquarters	751	100.0	58	7.7	80	10.7	108	14.4	290	38.6	203	27.0	12	1.6
Regional Offices	654	100.0	41	6.3	83	12.7	108	16.5	250	38.2	163	24.9	9	1.4
Not Stated	156	100.0	10	6.4	22	14.1	26	16.7	65	41.7	28	17.9	5	3.2

Table 6
Employees by Nature of Working Relationship with Supervisor
Government of the Northwest Territories, February 2006

			"I have a positive working relationship with the person I report to."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	59	3.8	63	4.0	177	11.3	769	49.3	467	29.9	26	1.7
Gender														
Male	573	100.0	23	4.0	27	4.7	62	10.8	290	50.6	163	28.4	8	1.4
Female	974	100.0	35	3.6	35	3.6	114	11.7	472	48.5	302	31.0	16	1.6
Not Stated	14	100.0	1	7.1	1	7.1	1	7.1	7	50.0	2	14.3	2	14.3
Age Groups														
Less Than 30	161	100.0	4	2.5	5	3.1	20	12.4	78	48.4	51	31.7	3	1.9
30 - 39 Years	381	100.0	17	4.5	16	4.2	36	9.4	196	51.4	114	29.9	2	0.5
40 - 49 Years	527	100.0	18	3.4	24	4.6	59	11.2	267	50.7	153	29.0	6	1.1
50 - 59 Years	420	100.0	15	3.6	14	3.3	58	13.8	191	45.5	132	31.4	10	2.4
60+	62	100.0	4	6.5	3	4.8	4	6.5	32	51.6	16	25.8	3	4.8
Not Stated	10	100.0	1	10.0	1	10.0	-	-	5	50.0	1	10.0	2	20.0
Occupation Groups														
Management	270	100.0	7	2.6	6	2.2	27	10.0	142	52.6	84	31.1	4	1.5
Administration	334	100.0	8	2.4	11	3.3	29	8.7	155	46.4	126	37.7	5	1.5
Technical or Professional	721	100.0	36	5.0	35	4.9	89	12.3	359	49.8	195	27.0	7	1.0
Other	224	100.0	7	3.1	10	4.5	32	14.3	108	48.2	60	26.8	7	3.1
Not Stated	12	100.0	1	8.3	1	8.3	-	-	5	41.7	2	16.7	3	25.0
Length of Service														
Less than 1 Year	100	100.0	2	2.0	5	5.0	13	13.0	43	43.0	35	35.0	2	2.0
1 - 4 Years	383	100.0	17	4.4	14	3.7	39	10.2	183	47.8	126	32.9	4	1.0
5 - 10 Years	393	100.0	19	4.8	22	5.6	36	9.2	200	50.9	110	28.0	6	1.5
Over 10 Years	677	100.0	20	3.0	20	3.0	89	13.1	339	50.1	196	29.0	13	1.9
Not Stated	8	100.0	1	12.5	2	25.0	-	-	4	50.0	-	-	1	12.5
Location of Position														
Headquarters	751	100.0	28	3.7	31	4.1	70	9.3	356	47.4	256	34.1	10	1.3
Regional Offices	654	100.0	23	3.5	24	3.7	88	13.5	336	51.4	174	26.6	9	1.4
Not Stated	156	100.0	8	5.1	8	5.1	19	12.2	77	49.4	37	23.7	7	4.5

Table 7
Employees by Fit of Position with Skills & Interests
Government of the Northwest Territories, February 2006

			"My job is a good fit with my skills and interests."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	14	0.9	72	4.6	122	7.8	799	51.2	530	34.0	24	1.5
Gender														
Male	573	100.0	4	0.7	25	4.4	43	7.5	289	50.4	203	35.4	9	1.6
Female	974	100.0	10	1.0	46	4.7	78	8.0	502	51.5	324	33.3	14	1.4
Not Stated	14	100.0	-	-	1	7.1	1	7.1	8	57.1	3	21.4	1	7.1
Age Groups														
Less Than 30	161	100.0	2	1.2	7	4.3	21	13.0	80	49.7	48	29.8	3	1.9
30 - 39 Years	381	100.0	2	0.5	20	5.2	30	7.9	211	55.4	116	30.4	2	0.5
40 - 49 Years	527	100.0	3	0.6	25	4.7	43	8.2	261	49.5	189	35.9	6	1.1
50 - 59 Years	420	100.0	6	1.4	19	4.5	27	6.4	207	49.3	152	36.2	9	2.1
60+	62	100.0	1	1.6	1	1.6	1	1.6	32	51.6	24	38.7	3	4.8
Not Stated	10	100.0	-	-	-	-	-	-	8	80.0	1	10.0	1	10.0
Occupation Groups														
Management	270	100.0	2	0.7	5	1.9	17	6.3	138	51.1	102	37.8	6	2.2
Administration	334	100.0	6	1.8	26	7.8	27	8.1	186	55.7	84	25.1	5	1.5
Technical or Professional	721	100.0	4	0.6	31	4.3	48	6.7	356	49.4	277	38.4	5	0.7
Other	224	100.0	2	0.9	10	4.5	30	13.4	109	48.7	66	29.5	7	3.1
Not Stated	12	100.0	-	-	-	-	-	-	10	83.3	1	8.3	1	8.3
Length of Service														
Less than 1 Year	100	100.0	1	1.0	3	3.0	12	12.0	45	45.0	37	37.0	2	2.0
1 - 4 Years	383	100.0	5	1.3	21	5.5	31	8.1	200	52.2	123	32.1	3	0.8
5 - 10 Years	393	100.0	2	0.5	14	3.6	33	8.4	199	50.6	136	34.6	9	2.3
Over 10 Years	677	100.0	6	0.9	34	5.0	46	6.8	350	51.7	232	34.3	9	1.3
Not Stated	8	100.0	-	-	-	-	-	-	5	62.5	2	25.0	1	12.5
Location of Position														
Headquarters	751	100.0	11	1.5	43	5.7	73	9.7	375	49.9	238	31.7	11	1.5
Regional Offices	654	100.0	3	0.5	24	3.7	41	6.3	344	52.6	234	35.8	8	1.2
Not Stated	156	100.0	-	-	5	3.2	8	5.1	80	51.3	58	37.2	5	3.2

Table 8
Employees by Perception of GNWT's Support for Work Related Learning
Government of the Northwest Territories, February 2006

			"My organization supports my work related learning & development."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	71	4.5	167	10.7	237	15.2	731	46.8	334	21.4	21	1.3
Gender														
Male	573	100.0	28	4.9	55	9.6	97	16.9	269	46.9	117	20.4	7	1.2
Female	974	100.0	43	4.4	110	11.3	137	14.1	457	46.9	214	22.0	13	1.3
Not Stated	14	100.0	-	-	2	14.3	3	21.4	5	35.7	3	21.4	1	7.1
Age Groups														
Less Than 30	161	100.0	2	1.2	13	8.1	24	14.9	72	44.7	47	29.2	3	1.9
30 - 39 Years	381	100.0	22	5.8	32	8.4	59	15.5	172	45.1	94	24.7	2	0.5
40 - 49 Years	527	100.0	25	4.7	65	12.3	88	16.7	243	46.1	101	19.2	5	0.9
50 - 59 Years	420	100.0	18	4.3	49	11.7	57	13.6	208	49.5	80	19.0	8	1.9
60+	62	100.0	4	6.5	7	11.3	7	11.3	32	51.6	10	16.1	2	3.2
Not Stated	10	100.0	-	-	1	10.0	2	20.0	4	40.0	2	20.0	1	10.0
Occupation Groups														
Management	270	100.0	16	5.9	24	8.9	29	10.7	134	49.6	63	23.3	4	1.5
Administration	334	100.0	12	3.6	36	10.8	48	14.4	162	48.5	71	21.3	5	1.5
Technical or Professional	721	100.0	26	3.6	79	11.0	112	15.5	339	47.0	160	22.2	5	0.7
Other	224	100.0	17	7.6	25	11.2	46	20.5	92	41.1	38	17.0	6	2.7
Not Stated	12	100.0	-	-	3	25.0	2	16.7	4	33.3	2	16.7	1	8.3
Length of Service														
Less than 1 Year	100	100.0	2	2.0	7	7.0	14	14.0	40	40.0	35	35.0	2	2.0
1 - 4 Years	383	100.0	16	4.2	41	10.7	38	9.9	182	47.5	103	26.9	3	0.8
5 - 10 Years	393	100.0	20	5.1	43	10.9	67	17.0	175	44.5	82	20.9	6	1.5
Over 10 Years	677	100.0	33	4.9	74	10.9	116	17.1	333	49.2	112	16.5	9	1.3
Not Stated	8	100.0	-	-	2	25.0	2	25.0	1	12.5	2	25.0	1	12.5
Location of Position														
Headquarters	751	100.0	34	4.5	79	10.5	116	15.4	366	48.7	146	19.4	10	1.3
Regional Offices	654	100.0	31	4.7	73	11.2	100	15.3	293	44.8	150	22.9	7	1.1
Not Stated	156	100.0	6	3.8	15	9.6	21	13.5	72	46.2	38	24.4	4	2.6

Table 9
Employees by Opportunities for Career Growth
Government of the Northwest Territories, February 2006

			"I have opportunities for career growth within this organization."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	112	7.2	281	18.0	339	21.7	654	41.9	159	10.2	16	1.0
Gender														
Male	573	100.0	42	7.3	105	18.3	126	22.0	239	41.7	55	9.6	6	1.0
Female	974	100.0	69	7.1	174	17.9	212	21.8	407	41.8	103	10.6	9	0.9
Not Stated	14	100.0	1	7.1	2	14.3	1	7.1	8	57.1	1	7.1	1	7.1
Age Groups														
Less Than 30	161	100.0	3	1.9	23	14.3	30	18.6	80	49.7	24	14.9	1	0.6
30 - 39 Years	381	100.0	31	8.1	52	13.6	83	21.8	167	43.8	46	12.1	2	0.5
40 - 49 Years	527	100.0	35	6.6	102	19.4	124	23.5	214	40.6	49	9.3	3	0.6
50 - 59 Years	420	100.0	38	9.0	92	21.9	88	21.0	161	38.3	33	7.9	8	1.9
60+	62	100.0	5	8.1	11	17.7	13	21.0	26	41.9	6	9.7	1	1.6
Not Stated	10	100.0	-	-	1	10.0	1	10.0	6	60.0	1	10.0	1	10.0
Occupation Groups														
Management	270	100.0	12	4.4	39	14.4	64	23.7	106	39.3	47	17.4	2	0.7
Administration	334	100.0	23	6.9	68	20.4	63	18.9	147	44.0	30	9.0	3	0.9
Technical or Professional	721	100.0	54	7.5	138	19.1	156	21.6	304	42.2	63	8.7	6	0.8
Other	224	100.0	23	10.3	34	15.2	54	24.1	92	41.1	17	7.6	4	1.8
Not Stated	12	100.0	-	-	2	16.7	2	16.7	5	41.7	2	16.7	1	8.3
Length of Service														
Less than 1 Year	100	100.0	1	1.0	7	7.0	25	25.0	53	53.0	13	13.0	1	1.0
1 - 4 Years	383	100.0	17	4.4	63	16.4	72	18.8	183	47.8	46	12.0	2	0.5
5 - 10 Years	393	100.0	39	9.9	69	17.6	84	21.4	156	39.7	41	10.4	4	1.0
Over 10 Years	677	100.0	55	8.1	138	20.4	158	23.3	260	38.4	58	8.6	8	1.2
Not Stated	8	100.0	-	-	4	50.0	-	-	2	25.0	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	56	7.5	140	18.6	176	23.4	313	41.7	60	8.0	6	0.8
Regional Offices	654	100.0	45	6.9	111	17.0	147	22.5	266	40.7	79	12.1	6	0.9
Not Stated	156	100.0	11	7.1	30	19.2	16	10.3	75	48.1	20	12.8	4	2.6

Table 10
Employees by Meaningful Recognition for Work
Government of the Northwest Territories, February 2006

			"I receive meaningful recognition for work well done."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	123	7.9	301	19.3	297	19.0	645	41.3	179	11.5	16	1.0
Gender														
Male	573	100.0	45	7.9	105	18.3	113	19.7	242	42.2	62	10.8	6	1.0
Female	974	100.0	78	8.0	193	19.8	181	18.6	399	41.0	115	11.8	8	0.8
Not Stated	14	100.0	-	-	3	21.4	3	21.4	4	28.6	2	14.3	2	14.3
Age Groups														
Less Than 30	161	100.0	8	5.0	30	18.6	33	20.5	68	42.2	21	13.0	1	0.6
30 - 39 Years	381	100.0	33	8.7	68	17.8	70	18.4	169	44.4	40	10.5	1	0.3
40 - 49 Years	527	100.0	42	8.0	107	20.3	115	21.8	199	37.8	61	11.6	3	0.6
50 - 59 Years	420	100.0	36	8.6	80	19.0	68	16.2	178	42.4	49	11.7	9	2.1
60+	62	100.0	4	6.5	13	21.0	8	12.9	29	46.8	7	11.3	1	1.6
Not Stated	10	100.0	-	-	3	30.0	3	30.0	2	20.0	1	10.0	1	10.0
Occupation Groups														
Management	270	100.0	12	4.4	44	16.3	49	18.1	122	45.2	41	15.2	2	0.7
Administration	334	100.0	24	7.2	60	18.0	54	16.2	151	45.2	42	12.6	3	0.9
Technical or Professional	721	100.0	68	9.4	154	21.4	142	19.7	279	38.7	72	10.0	6	0.8
Other	224	100.0	19	8.5	41	18.3	47	21.0	90	40.2	23	10.3	4	1.8
Not Stated	12	100.0	-	-	2	16.7	5	41.7	3	25.0	1	8.3	1	8.3
Length of Service														
Less than 1 Year	100	100.0	5	5.0	9	9.0	22	22.0	47	47.0	16	16.0	1	1.0
1 - 4 Years	383	100.0	33	8.6	61	15.9	75	19.6	167	43.6	46	12.0	1	0.3
5 - 10 Years	393	100.0	38	9.7	86	21.9	70	17.8	151	38.4	44	11.2	4	1.0
Over 10 Years	677	100.0	46	6.8	143	21.1	128	18.9	279	41.2	72	10.6	9	1.3
Not Stated	8	100.0	1	12.5	2	25.0	2	25.0	1	12.5	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	57	7.6	135	18.0	142	18.9	325	43.3	85	11.3	7	0.9
Regional Offices	654	100.0	53	8.1	136	20.8	124	19.0	256	39.1	80	12.2	5	0.8
Not Stated	156	100.0	13	8.3	30	19.2	31	19.9	64	41.0	14	9.0	4	2.6

Table 11
Employees by Support to Provide High Level of Service
Government of the Northwest Territories, February 2006

			"I have support at work to provide a high level of service."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	58	3.7	234	15.0	295	18.9	766	49.1	189	12.1	19	1.2
Gender														
Male	573	100.0	21	3.7	89	15.5	114	19.9	276	48.2	66	11.5	7	1.2
Female	974	100.0	36	3.7	143	14.7	178	18.3	483	49.6	123	12.6	11	1.1
Not Stated	14	100.0	1	7.1	2	14.3	3	21.4	7	50.0	-	-	1	7.1
Age Groups														
Less Than 30	161	100.0	3	1.9	20	12.4	30	18.6	81	50.3	26	16.1	1	0.6
30 - 39 Years	381	100.0	11	2.9	60	15.7	65	17.1	204	53.5	39	10.2	2	0.5
40 - 49 Years	527	100.0	22	4.2	90	17.1	108	20.5	239	45.4	63	12.0	5	0.9
50 - 59 Years	420	100.0	19	4.5	57	13.6	80	19.0	203	48.3	52	12.4	9	2.1
60+	62	100.0	2	3.2	6	9.7	9	14.5	35	56.5	9	14.5	1	1.6
Not Stated	10	100.0	1	10.0	1	10.0	3	30.0	4	40.0	-	-	1	10.0
Occupation Groups														
Management	270	100.0	11	4.1	38	14.1	33	12.2	141	52.2	45	16.7	2	0.7
Administration	334	100.0	7	2.1	42	12.6	62	18.6	184	55.1	35	10.5	4	1.2
Technical or Professional	721	100.0	32	4.4	128	17.8	150	20.8	322	44.7	82	11.4	7	1.0
Other	224	100.0	7	3.1	25	11.2	45	20.1	115	51.3	27	12.1	5	2.2
Not Stated	12	100.0	1	8.3	1	8.3	5	41.7	4	33.3	-	-	1	8.3
Length of Service														
Less than 1 Year	100	100.0	3	3.0	13	13.0	15	15.0	51	51.0	16	16.0	2	2.0
1 - 4 Years	383	100.0	13	3.4	56	14.6	71	18.5	189	49.3	53	13.8	1	0.3
5 - 10 Years	393	100.0	19	4.8	67	17.0	78	19.8	181	46.1	43	10.9	5	1.3
Over 10 Years	677	100.0	22	3.2	97	14.3	130	19.2	342	50.5	76	11.2	10	1.5
Not Stated	8	100.0	1	12.5	1	12.5	1	12.5	3	37.5	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	26	3.5	105	14.0	161	21.4	363	48.3	89	11.9	7	0.9
Regional Offices	654	100.0	24	3.7	105	16.1	106	16.2	329	50.3	84	12.8	6	0.9
Not Stated	156	100.0	8	5.1	24	15.4	28	17.9	74	47.4	16	10.3	6	3.8

Table 12
Employees by Support to Balance Work & Personal Life
Government of the Northwest Territories, February 2006

			"I have support at work to balance my work and personal life."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	80	5.1	190	12.2	262	16.8	794	50.9	218	14.0	17	1.1
Gender														
Male	573	100.0	27	4.7	59	10.3	99	17.3	298	52.0	84	14.7	6	1.0
Female	974	100.0	52	5.3	129	13.2	159	16.3	492	50.5	132	13.6	10	1.0
Not Stated	14	100.0	1	7.1	2	14.3	4	28.6	4	28.6	2	14.3	1	7.1
Age Groups														
Less Than 30	161	100.0	5	3.1	18	11.2	27	16.8	81	50.3	27	16.8	3	1.9
30 - 39 Years	381	100.0	24	6.3	42	11.0	60	15.7	201	52.8	53	13.9	1	0.3
40 - 49 Years	527	100.0	27	5.1	62	11.8	90	17.1	268	50.9	77	14.6	3	0.6
50 - 59 Years	420	100.0	18	4.3	63	15.0	71	16.9	208	49.5	52	12.4	8	1.9
60+	62	100.0	4	6.5	4	6.5	11	17.7	34	54.8	8	12.9	1	1.6
Not Stated	10	100.0	2	20.0	1	10.0	3	30.0	2	20.0	1	10.0	1	10.0
Occupation Groups														
Management	270	100.0	13	4.8	33	12.2	38	14.1	147	54.4	37	13.7	2	0.7
Administration	334	100.0	14	4.2	29	8.7	52	15.6	186	55.7	50	15.0	3	0.9
Technical or Professional	721	100.0	42	5.8	105	14.6	130	18.0	343	47.6	95	13.2	6	0.8
Other	224	100.0	10	4.5	22	9.8	38	17.0	114	50.9	35	15.6	5	2.2
Not Stated	12	100.0	1	8.3	1	8.3	4	33.3	4	33.3	1	8.3	1	8.3
Length of Service														
Less than 1 Year	100	100.0	3	3.0	13	13.0	15	15.0	51	51.0	16	16.0	2	2.0
1 - 4 Years	383	100.0	21	5.5	35	9.1	73	19.1	191	49.9	61	15.9	2	0.5
5 - 10 Years	393	100.0	21	5.3	57	14.5	60	15.3	193	49.1	58	14.8	4	1.0
Over 10 Years	677	100.0	34	5.0	83	12.3	112	16.5	357	52.7	83	12.3	8	1.2
Not Stated	8	100.0	1	12.5	2	25.0	2	25.0	2	25.0	-	-	1	12.5
Location of Position														
Headquarters	751	100.0	37	4.9	79	10.5	108	14.4	402	53.5	118	15.7	7	0.9
Regional Offices	654	100.0	31	4.7	80	12.2	125	19.1	328	50.2	85	13.0	5	0.8
Not Stated	156	100.0	12	7.7	31	19.9	29	18.6	64	41.0	15	9.6	5	3.2

Table 13
Employees by Satisfaction with Job
Government of the Northwest Territories, February 2006

	"I am satisfied with my job."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	45	2.9	138	8.8	248	15.9	830	53.2	277	17.7	23	1.5
Gender														
Male	573	100.0	12	2.1	53	9.2	96	16.8	301	52.5	103	18.0	8	1.4
Female	974	100.0	32	3.3	84	8.6	151	15.5	522	53.6	171	17.6	14	1.4
Not Stated	14	100.0	1	7.1	1	7.1	1	7.1	7	50.0	3	21.4	1	7.1
Age Groups														
Less Than 30	161	100.0	5	3.1	17	10.6	34	21.1	75	46.6	28	17.4	2	1.2
30 - 39 Years	381	100.0	17	4.5	28	7.3	71	18.6	206	54.1	57	15.0	2	0.5
40 - 49 Years	527	100.0	10	1.9	53	10.1	85	16.1	285	54.1	91	17.3	3	0.6
50 - 59 Years	420	100.0	11	2.6	36	8.6	54	12.9	226	53.8	81	19.3	12	2.9
60+	62	100.0	1	1.6	3	4.8	3	4.8	34	54.8	18	29.0	3	4.8
Not Stated	10	100.0	1	10.0	1	10.0	1	10.0	4	40.0	2	20.0	1	10.0
Occupation Groups														
Management	270	100.0	2	0.7	17	6.3	39	14.4	147	54.4	63	23.3	2	0.7
Administration	334	100.0	11	3.3	32	9.6	49	14.7	182	54.5	56	16.8	4	1.2
Technical or Professional	721	100.0	25	3.5	76	10.5	115	16.0	375	52.0	122	16.9	8	1.1
Other	224	100.0	6	2.7	12	5.4	44	19.6	120	53.6	34	15.2	8	3.6
Not Stated	12	100.0	1	8.3	1	8.3	1	8.3	6	50.0	2	16.7	1	8.3
Length of Service														
Less than 1 Year	100	100.0	3	3.0	10	10.0	16	16.0	45	45.0	25	25.0	1	1.0
1 - 4 Years	383	100.0	17	4.4	25	6.5	62	16.2	203	53.0	73	19.1	3	0.8
5 - 10 Years	393	100.0	10	2.5	34	8.7	74	18.8	210	53.4	59	15.0	6	1.5
Over 10 Years	677	100.0	14	2.1	68	10.0	96	14.2	367	54.2	120	17.7	12	1.8
Not Stated	8	100.0	1	12.5	1	12.5	-	-	5	62.5	-	-	1	12.5
Location of Position														
Headquarters	751	100.0	20	2.7	78	10.4	135	18.0	392	52.2	116	15.4	10	1.3
Regional Offices	654	100.0	21	3.2	51	7.8	97	14.8	350	53.5	130	19.9	5	0.8
Not Stated	156	100.0	4	2.6	9	5.8	16	10.3	88	56.4	31	19.9	8	5.1

Table 14
Employees by Satisfaction with the GNWT
Government of the Northwest Territories, February 2006

			"I am satisfied with this organization."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	95	6.1	219	14.0	366	23.4	688	44.1	169	10.8	24	1.5
Gender														
Male	573	100.0	36	6.3	90	15.7	122	21.3	245	42.8	70	12.2	10	1.7
Female	974	100.0	57	5.9	128	13.1	241	24.7	439	45.1	96	9.9	13	1.3
Not Stated	14	100.0	2	14.3	1	7.1	3	21.4	4	28.6	3	21.4	1	7.1
Age Groups														
Less Than 30	161	100.0	10	6.2	19	11.8	36	22.4	73	45.3	21	13.0	2	1.2
30 - 39 Years	381	100.0	29	7.6	46	12.1	92	24.1	174	45.7	37	9.7	3	0.8
40 - 49 Years	527	100.0	27	5.1	83	15.7	127	24.1	233	44.2	51	9.7	6	1.1
50 - 59 Years	420	100.0	25	6.0	62	14.8	98	23.3	182	43.3	42	10.0	11	2.6
60+	62	100.0	2	3.2	9	14.5	11	17.7	23	37.1	16	25.8	1	1.6
Not Stated	10	100.0	2	20.0	-	-	2	20.0	3	30.0	2	20.0	1	10.0
Occupation Groups														
Management	270	100.0	9	3.3	37	13.7	50	18.5	131	48.5	37	13.7	6	2.2
Administration	334	100.0	17	5.1	40	12.0	67	20.1	168	50.3	38	11.4	4	1.2
Technical or Professional	721	100.0	56	7.8	112	15.5	184	25.5	293	40.6	68	9.4	8	1.1
Other	224	100.0	10	4.5	30	13.4	62	27.7	93	41.5	24	10.7	5	2.2
Not Stated	12	100.0	3	25.0	-	-	3	25.0	3	25.0	2	16.7	1	8.3
Length of Service														
Less than 1 Year	100	100.0	4	4.0	10	10.0	24	24.0	47	47.0	13	13.0	2	2.0
1 - 4 Years	383	100.0	24	6.3	41	10.7	86	22.5	170	44.4	58	15.1	4	1.0
5 - 10 Years	393	100.0	28	7.1	69	17.6	96	24.4	161	41.0	33	8.4	6	1.5
Over 10 Years	677	100.0	37	5.5	99	14.6	160	23.6	307	45.3	63	9.3	11	1.6
Not Stated	8	100.0	2	25.0	-	-	-	-	3	37.5	2	25.0	1	12.5
Location of Position														
Headquarters	751	100.0	50	6.7	96	12.8	186	24.8	339	45.1	69	9.2	11	1.5
Regional Offices	654	100.0	37	5.7	90	13.8	157	24.0	278	42.5	84	12.8	8	1.2
Not Stated	156	100.0	8	5.1	33	21.2	23	14.7	71	45.5	16	10.3	5	3.2

Table 15
Employees by Overall Satisfaction with Employment
Government of the Northwest Territories, February 2006

			"Overall, I am satisfied with my employment."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	34	2.2	117	7.5	254	16.3	902	57.8	232	14.9	22	1.4
Gender														
Male	573	100.0	12	2.1	37	6.5	95	16.6	339	59.2	82	14.3	8	1.4
Female	974	100.0	21	2.2	80	8.2	157	16.1	556	57.1	148	15.2	12	1.2
Not Stated	14	100.0	1	7.1	-	-	2	14.3	7	50.0	2	14.3	2	14.3
Age Groups														
Less Than 30	161	100.0	3	1.9	15	9.3	26	16.1	95	59.0	20	12.4	2	1.2
30 - 39 Years	381	100.0	14	3.7	31	8.1	66	17.3	221	58.0	48	12.6	1	0.3
40 - 49 Years	527	100.0	7	1.3	35	6.6	95	18.0	309	58.6	77	14.6	4	0.8
50 - 59 Years	420	100.0	9	2.1	32	7.6	61	14.5	237	56.4	70	16.7	11	2.6
60+	62	100.0	-	-	4	6.5	5	8.1	35	56.5	16	25.8	2	3.2
Not Stated	10	100.0	1	10.0	-	-	1	10.0	5	50.0	1	10.0	2	20.0
Occupation Groups														
Management	270	100.0	4	1.5	14	5.2	35	13.0	165	61.1	48	17.8	4	1.5
Administration	334	100.0	8	2.4	19	5.7	54	16.2	192	57.5	58	17.4	3	0.9
Technical or Professional	721	100.0	18	2.5	72	10.0	120	16.6	411	57.0	93	12.9	7	1.0
Other	224	100.0	3	1.3	12	5.4	43	19.2	128	57.1	32	14.3	6	2.7
Not Stated	12	100.0	1	8.3	-	-	2	16.7	6	50.0	1	8.3	2	16.7
Length of Service														
Less than 1 Year	100	100.0	2	2.0	7	7.0	16	16.0	53	53.0	21	21.0	1	1.0
1 - 4 Years	383	100.0	13	3.4	19	5.0	57	14.9	229	59.8	62	16.2	3	0.8
5 - 10 Years	393	100.0	9	2.3	37	9.4	67	17.0	226	57.5	49	12.5	5	1.3
Over 10 Years	677	100.0	10	1.5	53	7.8	113	16.7	390	57.6	99	14.6	12	1.8
Not Stated	8	100.0	-	-	1	12.5	1	12.5	4	50.0	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	18	2.4	65	8.7	129	17.2	432	57.5	97	12.9	10	1.3
Regional Offices	654	100.0	15	2.3	41	6.3	105	16.1	375	57.3	111	17.0	7	1.1
Not Stated	156	100.0	1	0.6	11	7.1	20	12.8	95	60.9	24	15.4	5	3.2

Table 16
Employees by Pride in Workplace
Government of the Northwest Territories, February 2006

			"I am proud to tell people I work for this organization."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	47	3.0	127	8.1	313	20.1	741	47.5	315	20.2	18	1.2
Gender														
Male	573	100.0	20	3.5	38	6.6	118	20.6	279	48.7	112	19.5	6	1.0
Female	974	100.0	27	2.8	87	8.9	192	19.7	458	47.0	199	20.4	11	1.1
Not Stated	14	100.0	-	-	2	14.3	3	21.4	4	28.6	4	28.6	1	7.1
Age Groups														
Less Than 30	161	100.0	1	0.6	12	7.5	36	22.4	80	49.7	31	19.3	1	0.6
30 - 39 Years	381	100.0	19	5.0	32	8.4	72	18.9	194	50.9	61	16.0	3	0.8
40 - 49 Years	527	100.0	14	2.7	38	7.2	113	21.4	253	48.0	105	19.9	4	0.8
50 - 59 Years	420	100.0	12	2.9	40	9.5	82	19.5	188	44.8	90	21.4	8	1.9
60+	62	100.0	1	1.6	3	4.8	9	14.5	23	37.1	25	40.3	1	1.6
Not Stated	10	100.0	-	-	2	20.0	1	10.0	3	30.0	3	30.0	1	10.0
Occupation Groups														
Management	270	100.0	4	1.5	19	7.0	41	15.2	141	52.2	63	23.3	2	0.7
Administration	334	100.0	11	3.3	25	7.5	63	18.9	158	47.3	74	22.2	3	0.9
Technical or Professional	721	100.0	30	4.2	63	8.7	156	21.6	336	46.6	128	17.8	8	1.1
Other	224	100.0	1	0.4	18	8.0	52	23.2	102	45.5	47	21.0	4	1.8
Not Stated	12	100.0	1	8.3	2	16.7	1	8.3	4	33.3	3	25.0	1	8.3
Length of Service														
Less than 1 Year	100	100.0	-	-	8	8.0	16	16.0	45	45.0	30	30.0	1	1.0
1 - 4 Years	383	100.0	13	3.4	27	7.0	70	18.3	196	51.2	74	19.3	3	0.8
5 - 10 Years	393	100.0	16	4.1	33	8.4	87	22.1	175	44.5	78	19.8	4	1.0
Over 10 Years	677	100.0	18	2.7	57	8.4	140	20.7	322	47.6	131	19.4	9	1.3
Not Stated	8	100.0	-	-	2	25.0	-	-	3	37.5	2	25.0	1	12.5
Location of Position														
Headquarters	751	100.0	26	3.5	66	8.8	161	21.4	365	48.6	127	16.9	6	0.8
Regional Offices	654	100.0	16	2.4	47	7.2	125	19.1	306	46.8	154	23.5	6	0.9
Not Stated	156	100.0	5	3.2	14	9.0	27	17.3	70	44.9	34	21.8	6	3.8

Table 17
Employees by Willingness to Stay with the GNWT
Government of the Northwest Territories, February 2006

			"I would prefer to stay with this organization even if offered a similar job elsewhere."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	85	5.4	216	13.8	499	32.0	533	34.1	223	14.3	5	0.3
Gender														
Male	573	100.0	35	6.1	79	13.8	173	30.2	206	36.0	79	13.8	1	0.2
Female	974	100.0	50	5.1	136	14.0	317	32.5	325	33.4	143	14.7	3	0.3
Not Stated	14	100.0	-	-	1	7.1	9	64.3	2	14.3	1	7.1	1	7.1
Age Groups														
Less Than 30	161	100.0	5	3.1	34	21.1	56	34.8	44	27.3	22	13.7	-	-
30 - 39 Years	381	100.0	28	7.3	56	14.7	109	28.6	135	35.4	53	13.9	-	-
40 - 49 Years	527	100.0	28	5.3	67	12.7	186	35.3	177	33.6	67	12.7	2	0.4
50 - 59 Years	420	100.0	22	5.2	55	13.1	128	30.5	148	35.2	66	15.7	1	0.2
60+	62	100.0	2	3.2	3	4.8	15	24.2	27	43.5	14	22.6	1	1.6
Not Stated	10	100.0	-	-	1	10.0	5	50.0	2	20.0	1	10.0	1	10.0
Occupation Groups														
Management	270	100.0	8	3.0	36	13.3	79	29.3	104	38.5	43	15.9	-	-
Administration	334	100.0	12	3.6	47	14.1	101	30.2	119	35.6	54	16.2	1	0.3
Technical or Professional	721	100.0	50	6.9	111	15.4	231	32.0	234	32.5	92	12.8	3	0.4
Other	224	100.0	14	6.3	21	9.4	83	37.1	73	32.6	33	14.7	-	-
Not Stated	12	100.0	1	8.3	1	8.3	5	41.7	3	25.0	1	8.3	1	8.3
Length of Service														
Less than 1 Year	100	100.0	3	3.0	12	12.0	38	38.0	31	31.0	16	16.0	-	-
1 - 4 Years	383	100.0	24	6.3	52	13.6	128	33.4	122	31.9	56	14.6	1	0.3
5 - 10 Years	393	100.0	28	7.1	62	15.8	117	29.8	132	33.6	53	13.5	1	0.3
Over 10 Years	677	100.0	30	4.4	89	13.1	213	31.5	246	36.3	97	14.3	2	0.3
Not Stated	8	100.0	-	-	1	12.5	3	37.5	2	25.0	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	45	6.0	107	14.2	238	31.7	274	36.5	85	11.3	2	0.3
Regional Offices	654	100.0	33	5.0	90	13.8	207	31.7	207	31.7	116	17.7	1	0.2
Not Stated	156	100.0	7	4.5	19	12.2	54	34.6	52	33.3	22	14.1	2	1.3

Table 18
Employees by Inspiration to Give Their Best
Government of the Northwest Territories, February 2006

			"Overall, people in this organization are inspired to give their very best."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	95	6.1	322	20.6	396	25.4	625	40.0	121	7.8	2	0.1
Gender														
Male	573	100.0	42	7.3	121	21.1	157	27.4	217	37.9	36	6.3	-	-
Female	974	100.0	52	5.3	201	20.6	234	24.0	402	41.3	85	8.7	-	-
Not Stated	14	100.0	1	7.1	-	-	5	35.7	6	42.9	-	-	2	14.3
Age Groups														
Less Than 30	161	100.0	9	5.6	42	26.1	38	23.6	66	41.0	6	3.7	-	-
30 - 39 Years	381	100.0	27	7.1	90	23.6	83	21.8	158	41.5	23	6.0	-	-
40 - 49 Years	527	100.0	32	6.1	99	18.8	161	30.6	195	37.0	40	7.6	-	-
50 - 59 Years	420	100.0	25	6.0	82	19.5	101	24.0	171	40.7	41	9.8	-	-
60+	62	100.0	1	1.6	9	14.5	10	16.1	32	51.6	10	16.1	-	-
Not Stated	10	100.0	1	10.0	-	-	3	30.0	3	30.0	1	10.0	2	20.0
Occupation Groups														
Management	270	100.0	13	4.8	45	16.7	68	25.2	123	45.6	21	7.8	-	-
Administration	334	100.0	11	3.3	64	19.2	86	25.7	144	43.1	29	8.7	-	-
Technical or Professional	721	100.0	56	7.8	173	24.0	181	25.1	262	36.3	49	6.8	-	-
Other	224	100.0	13	5.8	39	17.4	59	26.3	91	40.6	22	9.8	-	-
Not Stated	12	100.0	2	16.7	1	8.3	2	16.7	5	41.7	-	-	2	16.7
Length of Service														
Less than 1 Year	100	100.0	2	2.0	17	17.0	29	29.0	42	42.0	10	10.0	-	-
1 - 4 Years	383	100.0	21	5.5	76	19.8	85	22.2	170	44.4	30	7.8	1	0.3
5 - 10 Years	393	100.0	38	9.7	88	22.4	100	25.4	147	37.4	20	5.1	-	-
Over 10 Years	677	100.0	33	4.9	140	20.7	181	26.7	262	38.7	61	9.0	-	-
Not Stated	8	100.0	1	12.5	1	12.5	1	12.5	4	50.0	-	-	1	12.5
Location of Position														
Headquarters	751	100.0	47	6.3	159	21.2	202	26.9	303	40.3	40	5.3	-	-
Regional Offices	654	100.0	36	5.5	135	20.6	158	24.2	259	39.6	65	9.9	1	0.2
Not Stated	156	100.0	12	7.7	28	17.9	36	23.1	63	40.4	16	10.3	1	0.6

Table 19
Employees by Willingness to Recommend the GNWT as a Place to Work
Government of the Northwest Territories, February 2006

	"I would recommend this organization as a great place to work."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	77	4.9	211	13.5	415	26.6	659	42.2	193	12.4	6	0.4
Gender														
Male	573	100.0	24	4.2	84	14.7	144	25.1	254	44.3	65	11.3	2	0.3
Female	974	100.0	52	5.3	126	12.9	268	27.5	400	41.1	126	12.9	2	0.2
Not Stated	14	100.0	1	7.1	1	7.1	3	21.4	5	35.7	2	14.3	2	14.3
Age Groups														
Less Than 30	161	100.0	8	5.0	21	13.0	37	23.0	73	45.3	22	13.7	-	-
30 - 39 Years	381	100.0	23	6.0	53	13.9	98	25.7	164	43.0	43	11.3	-	-
40 - 49 Years	527	100.0	23	4.4	66	12.5	161	30.6	214	40.6	62	11.8	1	0.2
50 - 59 Years	420	100.0	20	4.8	63	15.0	107	25.5	173	41.2	54	12.9	3	0.7
60+	62	100.0	2	3.2	7	11.3	11	17.7	32	51.6	10	16.1	-	-
Not Stated	10	100.0	1	10.0	1	10.0	1	10.0	3	30.0	2	20.0	2	20.0
Occupation Groups														
Management	270	100.0	6	2.2	28	10.4	67	24.8	130	48.1	38	14.1	1	0.4
Administration	334	100.0	13	3.9	45	13.5	76	22.8	149	44.6	51	15.3	-	-
Technical or Professional	721	100.0	46	6.4	115	16.0	202	28.0	282	39.1	74	10.3	2	0.3
Other	224	100.0	10	4.5	23	10.3	68	30.4	94	42.0	28	12.5	1	0.4
Not Stated	12	100.0	2	16.7	-	-	2	16.7	4	33.3	2	16.7	2	16.7
Length of Service														
Less than 1 Year	100	100.0	4	4.0	9	9.0	20	20.0	46	46.0	21	21.0	-	-
1 - 4 Years	383	100.0	17	4.4	44	11.5	96	25.1	176	46.0	49	12.8	1	0.3
5 - 10 Years	393	100.0	27	6.9	50	12.7	119	30.3	154	39.2	43	10.9	-	-
Over 10 Years	677	100.0	28	4.1	106	15.7	178	26.3	282	41.7	79	11.7	4	0.6
Not Stated	8	100.0	1	12.5	2	25.0	2	25.0	1	12.5	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	42	5.6	96	12.8	220	29.3	313	41.7	78	10.4	2	0.3
Regional Offices	654	100.0	30	4.6	93	14.2	156	23.9	276	42.2	96	14.7	3	0.5
Not Stated	156	100.0	5	3.2	22	14.1	39	25.0	70	44.9	19	12.2	1	0.6

Table 20
Employees by Perception that Others Strive to Improve Results
Government of the Northwest Territories, February 2006

			"Overall, people in this organization strive to improve results."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	53	3.4	197	12.6	345	22.1	800	51.2	160	10.2	6	0.4
Gender														
Male	573	100.0	21	3.7	73	12.7	126	22.0	303	52.9	49	8.6	1	0.2
Female	974	100.0	32	3.3	123	12.6	214	22.0	492	50.5	110	11.3	3	0.3
Not Stated	14	100.0	-	-	1	7.1	5	35.7	5	35.7	1	7.1	2	14.3
Age Groups														
Less Than 30	161	100.0	5	3.1	22	13.7	42	26.1	80	49.7	11	6.8	1	0.6
30 - 39 Years	381	100.0	15	3.9	58	15.2	85	22.3	193	50.7	29	7.6	1	0.3
40 - 49 Years	527	100.0	19	3.6	55	10.4	128	24.3	266	50.5	59	11.2	-	-
50 - 59 Years	420	100.0	14	3.3	54	12.9	85	20.2	215	51.2	50	11.9	2	0.5
60+	62	100.0	-	-	7	11.3	3	4.8	43	69.4	9	14.5	-	-
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupation Groups					1		2		3		2		2	
Management	270	100.0	4	1.5	27	10.0	55	20.4	151	55.9	33	12.2	-	-
Administration	334	100.0	9	2.7	33	9.9	77	23.1	172	51.5	42	12.6	1	0.3
Technical or Professional	721	100.0	31	4.3	114	15.8	165	22.9	349	48.4	60	8.3	2	0.3
Other	224	100.0	9	4.0	22	9.8	44	19.6	124	55.4	24	10.7	1	0.4
Not Stated	12	100.0	-	-	1	8.3	4	33.3	4	33.3	1	8.3	2	16.7
Length of Service														
Less than 1 Year	100	100.0	2	2.0	11	11.0	19	19.0	57	57.0	9	9.0	2	2.0
1 - 4 Years	383	100.0	18	4.7	41	10.7	83	21.7	201	52.5	38	9.9	2	0.5
5 - 10 Years	393	100.0	20	5.1	62	15.8	84	21.4	189	48.1	38	9.7	-	-
Over 10 Years	677	100.0	13	1.9	81	12.0	157	23.2	351	51.8	74	10.9	1	0.1
Not Stated	8	100.0	-	-	2	25.0	2	25.0	2	25.0	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	23	3.1	92	12.3	168	22.4	402	53.5	65	8.7	1	0.1
Regional Offices	654	100.0	26	4.0	79	12.1	147	22.5	315	48.2	85	13.0	2	0.3
Not Stated	156	100.0	4	2.6	26	16.7	30	19.2	83	53.2	10	6.4	3	1.9

Table 21
Employees by Chances to do Challenging & Interesting Work
Government of the Northwest Territories, February 2006

	"My job gives me the chance to do challenging and interesting work."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	29	1.9	130	8.3	157	10.1	866	55.5	374	24.0	5	0.3
Gender														
Male	573	100.0	6	1.0	42	7.3	62	10.8	320	55.8	143	25.0	-	-
Female	974	100.0	23	2.4	87	8.9	93	9.5	539	55.3	229	23.5	3	0.3
Not Stated	14	100.0	-	-	1	7.1	2	14.3	7	50.0	2	14.3	2	14.3
Age Groups														
Less Than 30	161	100.0	1	0.6	13	8.1	25	15.5	87	54.0	35	21.7	-	-
30 - 39 Years	381	100.0	8	2.1	31	8.1	38	10.0	222	58.3	82	21.5	-	-
40 - 49 Years	527	100.0	10	1.9	47	8.9	50	9.5	291	55.2	127	24.1	2	0.4
50 - 59 Years	420	100.0	9	2.1	38	9.0	40	9.5	223	53.1	109	26.0	1	0.2
60+	62	100.0	1	1.6	1	1.6	3	4.8	38	61.3	19	30.6	-	-
Not Stated	10	100.0	-	-	-	-	1	10.0	5	50.0	2	20.0	2	20.0
Occupation Groups														
Management	270	100.0	1	0.4	12	4.4	9	3.3	160	59.3	87	32.2	1	0.4
Administration	334	100.0	15	4.5	44	13.2	40	12.0	166	49.7	67	20.1	2	0.6
Technical or Professional	721	100.0	11	1.5	55	7.6	71	9.8	410	56.9	174	24.1	-	-
Other	224	100.0	2	0.9	19	8.5	36	16.1	122	54.5	45	20.1	-	-
Not Stated	12	100.0	-	-	-	-	1	8.3	8	66.7	1	8.3	2	16.7
Length of Service														
Less than 1 Year	100	100.0	1	1.0	7	7.0	10	10.0	51	51.0	31	31.0	-	-
1 - 4 Years	383	100.0	6	1.6	28	7.3	43	11.2	210	54.8	95	24.8	1	0.3
5 - 10 Years	393	100.0	6	1.5	33	8.4	35	8.9	227	57.8	91	23.2	1	0.3
Over 10 Years	677	100.0	16	2.4	62	9.2	67	9.9	375	55.4	155	22.9	2	0.3
Not Stated	8	100.0	-	-	-	-	2	25.0	3	37.5	2	25.0	1	12.5
Location of Position														
Headquarters	751	100.0	19	2.5	66	8.8	72	9.6	425	56.6	168	22.4	1	0.1
Regional Offices	654	100.0	9	1.4	54	8.3	67	10.2	349	53.4	172	26.3	3	0.5
Not Stated	156	100.0	1	0.6	10	6.4	18	11.5	92	59.0	34	21.8	1	0.6

Table 22
Employees by Satisfaction with Workload
Government of the Northwest Territories, February 2006

			"I am satisfied with my workload."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	94	6.0	295	18.9	247	15.8	803	51.4	113	7.2	9	0.6
Gender														
Male	573	100.0	22	3.8	96	16.8	86	15.0	329	57.4	38	6.6	2	0.3
Female	974	100.0	71	7.3	197	20.2	160	16.4	467	47.9	74	7.6	5	0.5
Not Stated	14	100.0	1	7.1	2	14.3	1	7.1	7	50.0	1	7.1	2	14.3
Age Groups														
Less Than 30	161	100.0	11	6.8	24	14.9	35	21.7	74	46.0	14	8.7	3	1.9
30 - 39 Years	381	100.0	19	5.0	73	19.2	68	17.8	192	50.4	29	7.6	-	-
40 - 49 Years	527	100.0	38	7.2	109	20.7	83	15.7	263	49.9	33	6.3	1	0.2
50 - 59 Years	420	100.0	22	5.2	80	19.0	55	13.1	232	55.2	28	6.7	3	0.7
60+	62	100.0	3	4.8	7	11.3	6	9.7	38	61.3	8	12.9	-	-
Not Stated	10	100.0	1	10.0	2	20.0	-	-	4	40.0	1	10.0	2	20.0
Occupation Groups														
Management	270	100.0	15	5.6	61	22.6	32	11.9	143	53.0	18	6.7	1	0.4
Administration	334	100.0	25	7.5	60	18.0	51	15.3	170	50.9	26	7.8	2	0.6
Technical or Professional	721	100.0	44	6.1	133	18.4	112	15.5	383	53.1	47	6.5	2	0.3
Other	224	100.0	10	4.5	38	17.0	52	23.2	102	45.5	21	9.4	1	0.4
Not Stated	12	100.0	-	-	3	25.0	-	-	5	41.7	1	8.3	3	25.0
Length of Service														
Less than 1 Year	100	100.0	7	7.0	15	15.0	22	22.0	45	45.0	10	10.0	1	1.0
1 - 4 Years	383	100.0	18	4.7	59	15.4	66	17.2	205	53.5	32	8.4	3	0.8
5 - 10 Years	393	100.0	29	7.4	84	21.4	66	16.8	192	48.9	22	5.6	-	-
Over 10 Years	677	100.0	40	5.9	136	20.1	93	13.7	356	52.6	48	7.1	4	0.6
Not Stated	8	100.0	-	-	1	12.5	-	-	5	62.5	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	48	6.4	151	20.1	120	16.0	390	51.9	38	5.1	4	0.5
Regional Offices	654	100.0	39	6.0	119	18.2	101	15.4	332	50.8	61	9.3	2	0.3
Not Stated	156	100.0	7	4.5	25	16.0	26	16.7	81	51.9	14	9.0	3	1.9

Table 23
Employees by Satisfaction with Physical Conditions
Government of the Northwest Territories, February 2006

			"I am satisfied with my physical workplace conditions."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	108	6.9	225	14.4	181	11.6	842	53.9	196	12.6	9	0.6
Gender														
Male	573	100.0	30	5.2	70	12.2	65	11.3	332	57.9	73	12.7	3	0.5
Female	974	100.0	78	8.0	153	15.7	114	11.7	503	51.6	122	12.5	4	0.4
Not Stated	14	100.0	-	-	2	14.3	2	14.3	7	50.0	1	7.1	2	14.3
Age Groups														
Less Than 30	161	100.0	12	7.5	20	12.4	23	14.3	78	48.4	27	16.8	1	0.6
30 - 39 Years	381	100.0	30	7.9	55	14.4	47	12.3	197	51.7	52	13.6	-	-
40 - 49 Years	527	100.0	34	6.5	81	15.4	57	10.8	289	54.8	64	12.1	2	0.4
50 - 59 Years	420	100.0	29	6.9	58	13.8	49	11.7	239	56.9	41	9.8	4	1.0
60+	62	100.0	3	4.8	9	14.5	4	6.5	35	56.5	11	17.7	-	-
Not Stated	10	100.0	-	-	2	20.0	1	10.0	4	40.0	1	10.0	2	20.0
Occupation Groups														
Management	270	100.0	8	3.0	37	13.7	23	8.5	152	56.3	48	17.8	2	0.7
Administration	334	100.0	26	7.8	54	16.2	41	12.3	178	53.3	34	10.2	1	0.3
Technical or Professional	721	100.0	56	7.8	103	14.3	86	11.9	390	54.1	83	11.5	3	0.4
Other	224	100.0	17	7.6	30	13.4	29	12.9	117	52.2	30	13.4	1	0.4
Not Stated	12	100.0	1	8.3	1	8.3	2	16.7	5	41.7	1	8.3	2	16.7
Length of Service														
Less than 1 Year	100	100.0	7	7.0	11	11.0	11	11.0	52	52.0	19	19.0	-	-
1 - 4 Years	383	100.0	23	6.0	58	15.1	46	12.0	200	52.2	52	13.6	4	1.0
5 - 10 Years	393	100.0	32	8.1	57	14.5	46	11.7	210	53.4	48	12.2	-	-
Over 10 Years	677	100.0	46	6.8	98	14.5	77	11.4	376	55.5	76	11.2	4	0.6
Not Stated	8	100.0	-	-	1	12.5	1	12.5	4	50.0	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	50	6.7	102	13.6	85	11.3	411	54.7	100	13.3	3	0.4
Regional Offices	654	100.0	50	7.6	95	14.5	75	11.5	349	53.4	80	12.2	5	0.8
Not Stated	156	100.0	8	5.1	28	17.9	21	13.5	82	52.6	16	10.3	1	0.6

Table 24
Employees by Belief that Commitment to Quality is a High Priority
Government of the Northwest Territories, February 2006

			"Commitment to quality is a high priority in this organization."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	67	4.3	241	15.4	300	19.2	731	46.8	215	13.8	7	0.4
Gender														
Male	573	100.0	24	4.2	100	17.5	112	19.5	256	44.7	79	13.8	2	0.3
Female	974	100.0	42	4.3	140	14.4	184	18.9	471	48.4	134	13.8	3	0.3
Not Stated	14	100.0	1	7.1	1	7.1	4	28.6	4	28.6	2	14.3	2	14.3
Age Groups														
Less Than 30	161	100.0	2	1.2	26	16.1	31	19.3	79	49.1	22	13.7	1	0.6
30 - 39 Years	381	100.0	18	4.7	63	16.5	76	19.9	179	47.0	45	11.8	-	-
40 - 49 Years	527	100.0	25	4.7	72	13.7	115	21.8	245	46.5	69	13.1	1	0.2
50 - 59 Years	420	100.0	20	4.8	70	16.7	67	16.0	194	46.2	67	16.0	2	0.5
60+	62	100.0	1	1.6	9	14.5	10	16.1	30	48.4	11	17.7	1	1.6
Not Stated	10	100.0	1	10.0	1	10.0	1	10.0	4	40.0	1	10.0	2	20.0
Occupation Groups														
Management	270	100.0	5	1.9	41	15.2	43	15.9	140	51.9	41	15.2	-	-
Administration	334	100.0	9	2.7	35	10.5	58	17.4	180	53.9	49	14.7	3	0.9
Technical or Professional	721	100.0	39	5.4	128	17.8	150	20.8	314	43.6	89	12.3	1	0.1
Other	224	100.0	12	5.4	35	15.6	47	21.0	94	42.0	35	15.6	1	0.4
Not Stated	12	100.0	2	16.7	2	16.7	2	16.7	3	25.0	1	8.3	2	16.7
Length of Service														
Less than 1 Year	100	100.0	4	4.0	7	7.0	17	17.0	52	52.0	19	19.0	1	1.0
1 - 4 Years	383	100.0	14	3.7	55	14.4	83	21.7	173	45.2	57	14.9	1	0.3
5 - 10 Years	393	100.0	23	5.9	72	18.3	71	18.1	173	44.0	54	13.7	-	-
Over 10 Years	677	100.0	25	3.7	105	15.5	129	19.1	330	48.7	84	12.4	4	0.6
Not Stated	8	100.0	1	12.5	2	25.0	-	-	3	37.5	1	12.5	1	12.5
Location of Position														
Headquarters	751	100.0	28	3.7	113	15.0	141	18.8	368	49.0	98	13.0	3	0.4
Regional Offices	654	100.0	31	4.7	96	14.7	130	19.9	295	45.1	100	15.3	2	0.3
Not Stated	156	100.0	8	5.1	32	20.5	29	18.6	68	43.6	17	10.9	2	1.3

Table 25
Employees by Belief of Inclusive Public Service
Government of the Northwest Territories, February 2006

			"I feel this organization promotes an inclusive public service where staff are treated equitably."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,561	100.0	139	8.9	287	18.4	305	19.5	657	42.1	162	10.4	11	0.7
Gender														
Male	573	100.0	59	10.3	98	17.1	90	15.7	259	45.2	63	11.0	4	0.7
Female	974	100.0	79	8.1	188	19.3	213	21.9	392	40.2	98	10.1	4	0.4
Not Stated	14	100.0	1	7.1	1	7.1	2	14.3	6	42.9	1	7.1	3	21.4
Age Groups														
Less Than 30	161	100.0	14	8.7	20	12.4	24	14.9	75	46.6	25	15.5	3	1.9
30 - 39 Years	381	100.0	33	8.7	69	18.1	67	17.6	180	47.2	31	8.1	1	0.3
40 - 49 Years	527	100.0	43	8.2	95	18.0	123	23.3	212	40.2	52	9.9	2	0.4
50 - 59 Years	420	100.0	43	10.2	91	21.7	80	19.0	160	38.1	44	10.5	2	0.5
60+	62	100.0	5	8.1	12	19.4	9	14.5	27	43.5	9	14.5	-	-
Not Stated	10	100.0	1	10.0	-	-	2	20.0	3	30.0	1	10.0	3	30.0
Occupation Groups														
Management	270	100.0	19	7.0	47	17.4	51	18.9	118	43.7	35	13.0	-	-
Administration	334	100.0	19	5.7	57	17.1	68	20.4	152	45.5	36	10.8	2	0.6
Technical or Professional	721	100.0	80	11.1	139	19.3	138	19.1	294	40.8	66	9.2	4	0.6
Other	224	100.0	19	8.5	43	19.2	47	21.0	89	39.7	24	10.7	2	0.9
Not Stated	12	100.0	2	16.7	1	8.3	1	8.3	4	33.3	1	8.3	3	25.0
Length of Service														
Less than 1 Year	100	100.0	4	4.0	8	8.0	13	13.0	51	51.0	22	22.0	2	2.0
1 - 4 Years	383	100.0	27	7.0	63	16.4	66	17.2	184	48.0	40	10.4	3	0.8
5 - 10 Years	393	100.0	46	11.7	76	19.3	81	20.6	152	38.7	37	9.4	1	0.3
Over 10 Years	677	100.0	61	9.0	137	20.2	145	21.4	268	39.6	63	9.3	3	0.4
Not Stated	8	100.0	1	12.5	3	37.5	-	-	2	25.0	-	-	2	25.0
Location of Position														
Headquarters	751	100.0	67	8.9	138	18.4	135	18.0	337	44.9	72	9.6	2	0.3
Regional Offices	654	100.0	56	8.6	112	17.1	136	20.8	271	41.4	74	11.3	5	0.8
Not Stated	156	100.0	16	10.3	37	23.7	34	21.8	49	31.4	16	10.3	4	2.6

Appendix A

- Questionnaire -

Northwest Territories

Confidential When Completed

2006 Employee Satisfaction & Engagement Survey

The NWT Bureau of Statistics, on behalf of Corporate Human Resource Services, is conducting an employee satisfaction & engagement survey. All provincial and territorial governments are asking employees a common set of questions with the intent of comparing job satisfaction and job engagement across jurisdictions. The results of all the surveys will be published in the next Annual Public Service Report.

The survey will take approximately 10 minutes to complete and all information collected in the survey will be kept confidential and used only for statistical purposes. The data is protected by the privacy provisions of the Access to Information and Protection of Privacy Act.

Should you wish to complete this survey on-line instead of on paper, please visit:

http://survey.stats.gov.nt.ca/paperstart.html

Enter the following ID key to start the survey.

If you prefer to complete the survey on this form, send your completed questionnaire to:

NWT Bureau of Statistics
YK Centre, 2nd Floor
Government of the Northwest Territories
Box 1320
Yellowknife NT X1A 2L9

EMPLOYEE SATISFACTION & ENGAGEMENT

For each of the following statements, please indicate if you strongly disagree, disagree, are undecided, agree or strongly agree.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1. I know how my work contributes to the achievement of my department's goals.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
2. I have opportunities to provide meaningful input into decisions that affect my work.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
3. I have positive working relationships with my co-workers.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
4. I have confidence in our senior leadership.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
5. The person I report to is an effective leader.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
6. I have a positive working relationship with the person I report to.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
7. My job is a good fit with my skills and interests.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
8. My organization supports my work related learning and development.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
9. I have opportunities for career growth within this organization.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
10. I receive meaningful recognition for work well done.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
11. I have support at work to provide a high level of service.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
12. I have support at work to balance my work and personal life.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
13. I am satisfied with my job.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
14. I am satisfied with this organization.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
15. Overall, I am satisfied with my employment.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
16. I am proud to tell people I work for this organization.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
17. I would prefer to stay with this organization, even if offered a similar job elsewhere.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
18. Overall, people in this organization are inspired to give their very best.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
19. I would recommend this organization as a great place to work.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
20. Overall, people in this organization strive to improve its results.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
21. My job gives me the chance to do challenging and interesting work.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
22. I am satisfied with my workload.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
23. I am satisfied with my physical workplace conditions.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
24. Commitment to quality is a high priority in this organization.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
25. I feel this organization promotes an inclusive public service where staff are treated equitably.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

BACKGROUND

1. What is your gender?

   1 ☐ Male
   2 ☐ Female

2. How old are you?

   1 ☐ Less than 30 Years
   2 ☐ 30 – 39 Years
   3 ☐ 40 – 49 Years
   4 ☐ 50 – 59 Years
   5 ☐ 60 Years or Older

3. What category best describes your current position with the GNWT?

   1 ☐ Management
   2 ☐ Administration
   3 ☐ Technical or Professional
   4 ☐ Other

4. In total, how long have you worked for the GNWT?

1 ☐ Less than 1 Year
2 ☐ 1 – 4 Years
3 ☐ 5 – 10 Years
4 ☐ Over 10 Years

5. In which department do you currently work?

_____

6. Do you work at...

1 ☐ Headquarters
2 ☐ Regional Offices

THANK YOU VERY MUCH FOR YOUR PARTICIPATION

Please forward the completed survey to:

NWT Bureau of Statistics
YK Centre, 2nd Floor
Government of the Northwest Territories
Box 1320
Yellowknife NT X1A 2L9

Should you have any questions regarding the survey, please contact:

Candace Underhay
Corporate Human Resources
Financial Management Board Secretariat
867-920-3398 Candace_Underhay@gov.nt.ca